Approved For Release 2009/09/15 : CIA-RDP87M00539R00  DOCUMENTS CROSS-REFERENCED  ATTACHED:  DOA 85 - 0/18  DOA 85 - 6/43	2504140033-7

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SECRET

313

17 January 1985

NOTE FOR: → DDA

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FROM

ExDir

I asked the Office of Personnel to pull this data together, thinking that it might tell us something useful about how experienced the personnel in our various components are. Now that we have it, I'm not quite sure how much insight it offers, but I pass it on to you anyway.

It's a measure of how many years of experience on the average our officers in grades GS-12 through GS-15 in the various offices have. In other words, OGC lawyers (the top office on the list) averages 5 1/2 years of service per employees GS-12 through 15. At the other end of the spectrum, NIC employees at the same grade levels average nearly 29 years of experience. The information on this list is contrary to at least some folk wisdom. A recent IG report, for example, commented that one of our offices was filled with very experienced folks. In fact, that office appears very high on this list. Over to you.

DCI EXEC

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MEMORANDUM FOR: Executive Director

VIA:

Deputy Director for Administration

FROM:

Robert W. Magee

Director of Personnel

SUBJECT:

Agency Experience

- 1. We have developed a report, as you requested, documenting man years of Agency experience in each office and division in order to better assess our overall fitness. We restricted our attention to officers in the GS-12 to GS-15 ranks and used Career Service designations rather than organizational assignments in order to preserve a homogeneous mix of skill and functional I have attached a copy of the report as presently formatted. Since we frequently update the personnel data bases, a report like this could easily be furnished on a quarterly or yearly basis as needed.
- 2. We found that over 90 percent of offices and divisions surveyed averaged between 10 and 25 years of experience per professional staffer. Overall there were few surprises, although the offices and divisions in the Administration and the Operations Career Services seemed to average nearly five more years of experience per staffer than those in the Intelligence Career Service.
- · 3. The data we have collected represents only one measure of experience, namely years of Agency service. Alternatively, we could define experience as years as an officer or as a supervisor in the Agency. Also, we could include outside employment or restrict our attention to years of service in job-related occupations only. It may also be of interest to look at the way experience is distributed across a component, i.e., how many officers have accumulated one to five years of service, how many six to ten years, etc. In-depth studies of this sort would be much more involved than the present effort, but could be undertaken by our Human Resources Planning Staff. Let me know what your reaction is to the attached material, and what further analysis you would like us to undertake.

// Robert W. Magee

Attachment: As Stated

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SUBJECT: Distribution

Distribution:

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2 - DDA w/atts

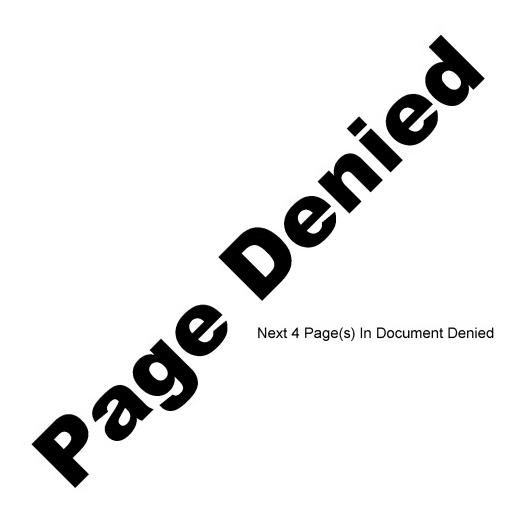
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8:01 AM -- 19 December 1984

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Note To: Robert W. Magee

Harry E. Fitzwater

25X1 From:

Subject: man years of experience per component

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